



Oregon Nurses Association
Bargaining Unit Newsletter

Providence Milwaukie Hospital (PMH)

Newsletter

June 17, 2020

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Alexis Keller
Donna Abbott
Katie Nelson
Laura McLean
OR Rep: Open

LABOR REPRESENTATIVE:

Paul Kylo
503-293-0011ext. 1305
Kylo@OregonRN.org

Oregon Nurses Association (ONA)
18765 SW Boones Ferry Road Suite
200, Tualatin, OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

Unannounced Coaching Sessions

Providence Milwaukie managers on some units are interrupting patient care to compel nurses to attend unannounced "coaching sessions." While coaching can be a critical tool to correct nurse practice in the moment, these coaching's are often being used to intimidate Oregon Nurses Association (ONA) members who speak up on concerns related to patient safety, employee health, or differences in contractual interpretation.

These sort of tactics are disappointing, especially at a time when patients rely on front-line nurses speaking up during this unprecedented COVID-19 pandemic.

If you are called into one of these mandatory coaching and you feel the meeting could lead to or justify discipline at a later time, then invoke your **Weingarten Rights** on the spot by

asking: *"Could this meeting lead to discipline or a major change in my personal working conditions? If so, then I am requested a union steward to represent me."*

Take notes during the meeting and then immediately notify an ONA PMH Officer or your unit steward. By exercising our rights and keeping communication open with our ONA PMH Officers, we can stay safe and continue to advocate for each other and our patients without fear of retaliation.

For more information on your Weingarten Rights, please read the article on page 2 of this edition of the newsletter.



Discussions Update

Update on Discussions with Providence

A dedicated group of ONA Providence leaders and ONA staff members have been meeting regularly with a Providence management team to discuss working conditions and practice concerns.

There has been a hope that the issues routinely pushed off by the local hospital

administrators saying that the issues are Providence regional issues could be resolved. This has not always been the case.

In a recent exchange Providence broke off the meetings citing factual errors in the eblast regarding Providence finances as presented in the National and local media. Additional talks have been scheduled and are to resume.

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Discussions Update *continued from page 1*

A request for Providence financial information has been made at every Providence facility in Oregon.

The information requested is crucial to the stalled negotiations in Hood River where the nurses are still trying to get a contract after their contract expired in December 2019.

The request for Providence financial information has been denied at Milwaukie.

Collecting Stories

If you or someone you work with has a story regarding inadequate personal protective equipment (PPE) or unsafe practices relating to PPE, please send them in to ONA. Providence says that the PPE they have is adequate and that no nurse should be doing without or using unsafe PPE. We are collecting information to verify the stories Providence is telling us and the stories our members are sharing. What is your experience? We want to hear the good and the bad.

Your Weingarten Rights

What are Your Weingarten Rights?

In the case *National Labor Relations Board vs. J. Weingarten, Inc.*, the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an Oregon Nurses Association (ONA) bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it's important that we all know our rights in order to protect ourselves and our coworkers.

You Have a Right to Representation

Every nurse has discussions with supervisors about job

performance. When this happens to you, there is an important question to ask your boss, "Could this meeting lead to discipline or affect my personal working conditions?"

If the answer is "Yes," stop the meeting and invoke your Weingarten Rights by saying:

"If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion."

How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- Contact your ONA steward or ONA labor representative immediately or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative, Paul Kylo kylo@oregonrn.org.

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, Paul Kylo kylo@oregonrn.org. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.

